



OFFICE OF
ECONOMIC
OPPORTUNITY

**Workforce Evaluation:
Arizona's Title I Adult Training
Programs**

January 23, 2025

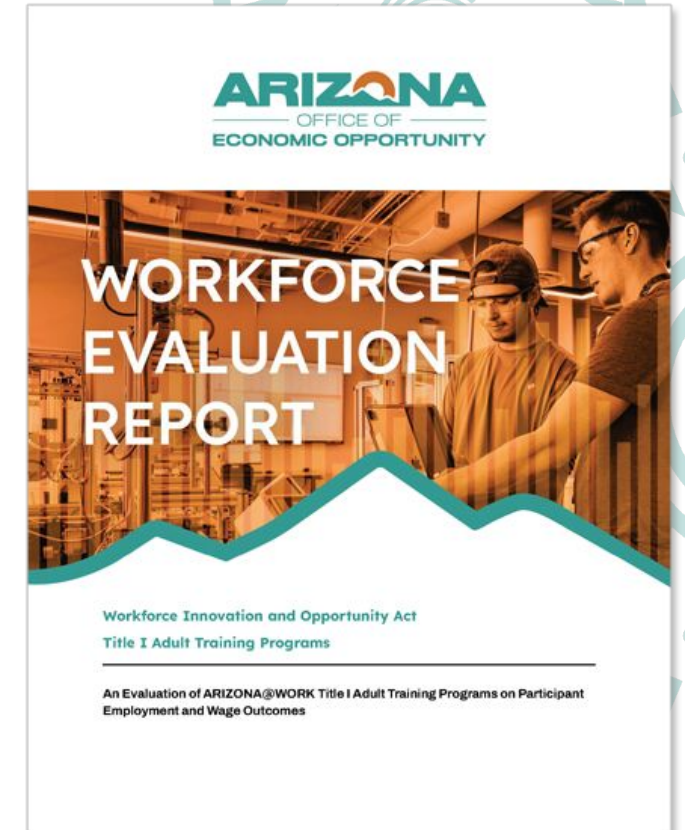
Welcome... Before We Begin

- Mics and cameras are off
- Slides and recording on the OEO Workforce Evaluation Page soon
- Webinar is approximately 45 mins
- Feedback - Post Webinar Survey immediately following webinar
- Q & A at the end
 - Submit questions through Q & A in Zoom.
 - Specific report questions, please email labor.info@o eo .az .gov



Objectives of the Presentation

- Introduce the purpose and scope of the WIOA Title I Adult Training Program Performance Reports (Statewide & Individual)
- Highlight key findings from the evaluation
- Explain the scoring and rating system for training programs
- Share next steps for implementing insights
- Answer your questions and gather feedback



Agenda

1

About the
Office of Economic
Opportunity

2

Evaluation
Methodology & Scope

3

Reminder of WIOA
Performance
Measures

4

Evaluation Project
Timeline and Next
Steps



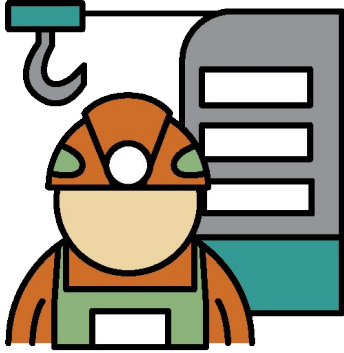
About the Office of Economic Opportunity

Arizona Office of Economic Opportunity Mission Statement

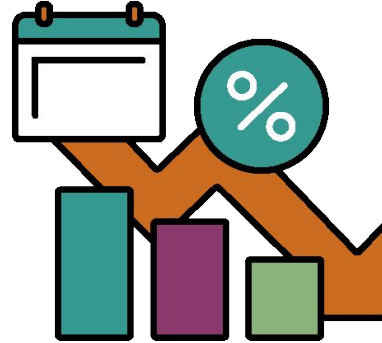
The Arizona Office of Economic Opportunity's mission is to strengthen Arizona's workforce and economy.



Mission Areas and Initiatives



Workforce Planning



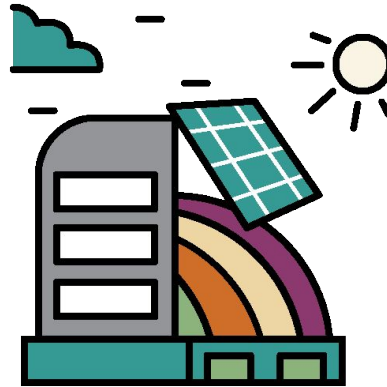
Economic & Labor Market



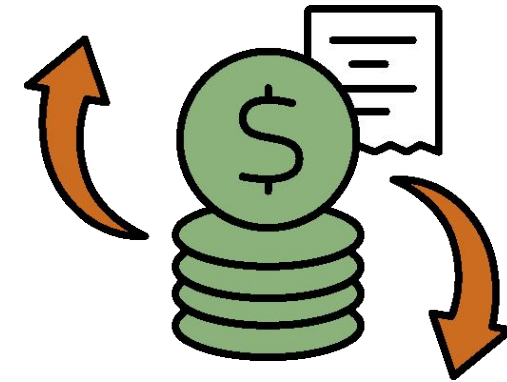
Population & Data



Grants Office



Arizona Finance Authority



Tax & Regulatory

About Our Agency: The Office of Economic Opportunity

Established: 2016

Key Functions:

- Support WAC strategic initiatives for ARIZONA@WORK system
 - a. Includes WIOA Title I ETP services for Adult, Dislocated Worker, and Youth Services.

Strategic Goals:

- Increase the number of WIOA participants enrolled in high-impact training programs.
- Support strategic decision-making through new research publications including labor market and workforce analysis.

Report Objective:

- This report aims to support both strategic goals.



Our Presenters



Rachael Tashbook
Research Administrator (LMI)
Office of Economic Opportunity

Doug Walls
Chief Economist, Labor Market Information Director
Office of Economic Opportunity



Additional Subject Matter Experts Available for Q&A

- Mingyu Yang
LMI Research Administrator
Office of Economic Opportunity
- Stacey Faulkner
Workforce Administrator
Office of Economic Opportunity
- Kennedy Riley
Workforce Deputy Administrator
Office of Economic Opportunity
- Nancy Meeden
Title I Policy Manager
Department of Economic Security
- Tina Landavazo
ETPL Coordinator
Department of Economic Security



Evaluation Methodology & Scope

Purpose of the Report

- Fairly **evaluate** the **effectiveness** of ARIZONA@WORK Title I Adult Training Programs.
- Provide data to expand **understanding of participant outcomes**.
- **Provide** workforce practitioners, training providers, and policymakers **objective feedback**



Please Note

- **No Additional Reporting Required:** DES matches employment records (via unemployment insurance tax data) with ARIZONA@WORK participant data.
- **Accurate Data:** UI tax data is comprehensive and provides quality employment and wage records.
- **Current Reporting Requirements:** Please note, we do not have the authority to reduce existing requirements for reporting.



Scope of the Evaluation

- **Data Source:** 17,200 Adult program participants who exited between Q2 2020 and Q1 2023.
- **Only students in ARIZONA@WORK programs were included**
- **Programs Evaluated:**
 - 55 training providers
 - 88 training programs (with at least 5 completers)

Metrics:

- Employment in the 2nd quarter after Title I program exit
- Employment in the 4th quarter after Title I program exit
- Average wages in the 2nd quarter after Title I program exit





Reminder of WIOA Performance Measures

Metrics

- Employment in the 2nd quarter after exit
 - The percentage of participants who are in unsubsidized employment during the second quarter after exit from the Title I program.
 - Employment in the 4th quarter after exit
 - The percentage of participants who are in unsubsidized employment during the fourth quarter after exit from the program.
 - Average wages in the 2nd quarter after exit
 - The average earnings of participants who are in unsubsidized employment during the second quarter after exit from the program
-
- Based on the Department of Labor's required performance metrics
 - Do **not** take into account the number of hours worked within the quarter tracked.

How Programs Were Evaluated

- **Predictive Model:** Compares actual participant outcomes to predicted outcomes based on:
 - Participant demographics
 - Employment barriers
 - Local economic conditions
- **Scoring System:**
 - **Rating 1:** Below lower bound of predictions
 - **Rating 2:** Within predicted range
 - **Rating 3:** Exceeded upper bound of predictions

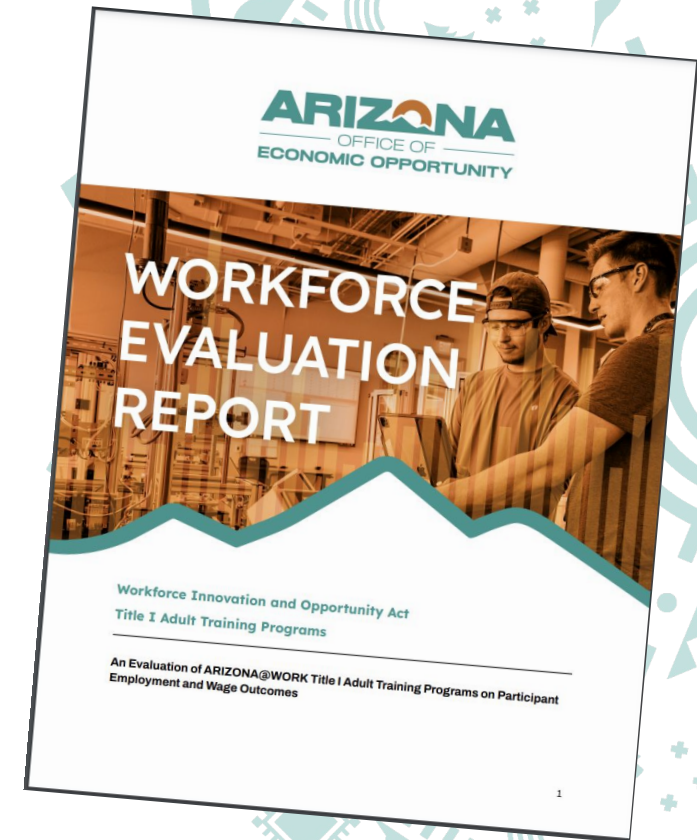
The WIOA mandates the use of a similar statistical adjustment model in the negotiation and assessment of performance levels for state and local workforce programs

Statewide Report: Key Findings

- Programs in Health Professions and Homeland Security showed the highest employment and wage outcomes.
- Cosmetology Services often fell below expectations.
- Strong alignment with high-demand industries drives program success.
 - Nursing and health services support
 - Dental assisting and hygienist
 - Transportation

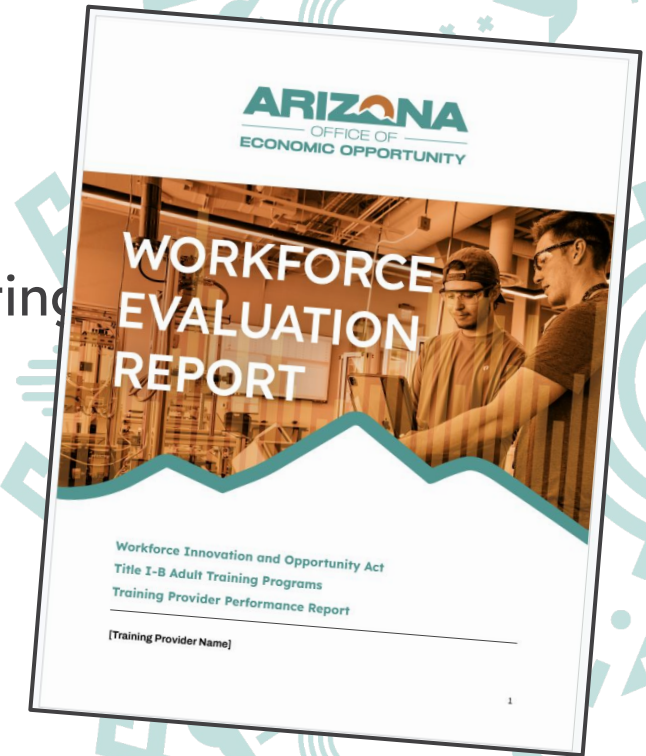
Statewide Report is available on the OEO website here:

<https://o eo .az .gov /workforce-evaluation>



What to Expect in Individual Reports

- **About the Report:** Details on the analysis available for your institution.
- **Performance Overview:**
 - Includes all programs evaluated at your institution.
 - Core data: number of participants entering training, completing training, and quarterly employment and wage results.
- **Training Evaluation Results:**
 - Program performance ratings based on participant and economic characteristics.
- **Technical Notes**



Emailed to Training Providers

Key Data From Individual Reports

Table 2. Training Participants by Quarter

Participants Exited Period ¹	Participants Entered Training ²	Participants Completed Training ²	Completion Rate ³
Q4 2019	10	6	60%
Q1 2020	8	7	88%
Q2 2020	7	5	71%
Q3 2020	6	6	100%
Q4 2020	1	1	100%
Q1 2021	2	1	50%
Q2 2021	15	14	93%
Q3 2021	13	13	100%
Q4 2021	8	6	75%
Q1 2022	6	4	67%
Q2 2022	10	8	80%
Q3 2022	6	6	100%
Q4 2022	8	7	88%
Q1 2023	6	6	100%
Q4 2019 - Q1 2023	106	90	85%

1. Quarters refer to the quarter in which participants exited the training.

2. The counts of participants who entered and completed training were based on participants who exited the ARIZONA@WORK Title I-B Adult Program between Q4 2019 and Q1 2023.

3. The completion rate was calculated by dividing the number of participants who completed training by the number of participants who entered the training program.



Key Data From Individual Reports

Table 3. Training Outcomes by Program

CIP Codes	Training Program Name	Employment 2nd Qtr. After Exit	Employment 4th Qtr After Exit	Average Quarterly Wages 2nd Qtr After Exit
00.0000	Training Program #1	90%	90%	\$8,567
00.0000	Training Program #2	85%	90%	\$8,044
00.0000	Training Program #3	78%	79%	\$6,342
00.0000	Training Program #4	100%	88%	\$8,463

Key Data From Individual Reports

Table 4. Training Outcomes by Quarter

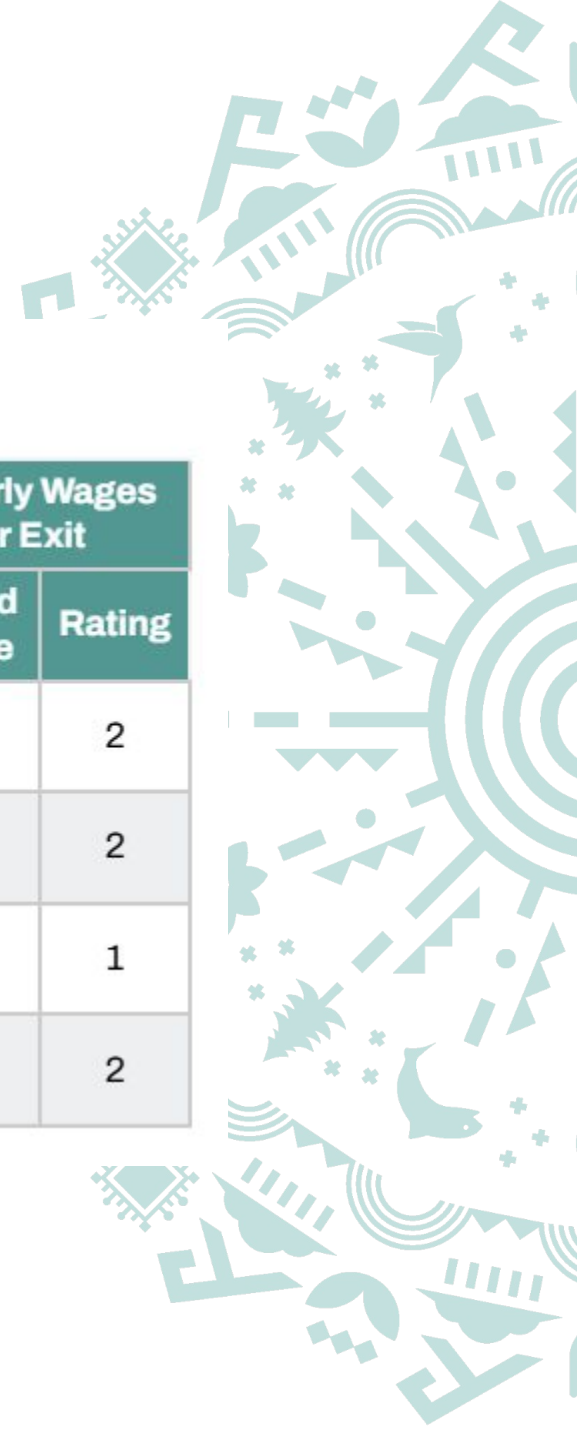
Participants Exited Period	Employment 2nd Qtr. After Exit	Employment 4th Qtr After Exit	Average Quarterly Wages 2nd Qtr After Exit
Q4 2019	-	70%	-
Q1 2020	-	88%	-
Q2 2020	86%	100%	\$5,496
Q3 2020	83%	67%	\$5,219
Q4 2020	100%	100%	\$6,110
Q1 2021	100%	100%	\$4,731
Q2 2021	87%	87%	\$7,607
Q3 2021	77%	77%	\$6,924
Q4 2021	100%	100%	\$7,166
Q1 2022	83%	83%	\$8,091
Q2 2022	100%	80%	\$7,911
Q3 2022	67%	67%	\$7,004
Q4 2022	75%	-	\$10,578
Q1 2023	83%	-	\$7,597
Evaluation Period	85%	83%	\$7,253



Key Data From Individual Reports

Table 5. Program Individual Outcome Evaluation Result

CIP Codes	Training Program Name	Employment 2nd Qtr. After Exit			Employment 4th Qtr. After Exit			Average Quarterly Wages 2nd Qtr After Exit		
		Actual	Predicted Outcome	Rating	Actual	Predicted Outcome	Rating	Actual	Predicted Outcome	Rating
00.0000	Training Program #1	90%	82% - 89%	3	90%	74% - 82%	3	\$8,567	\$8411 - \$9424	2
00.0000	Training Program #2	85%	83% - 90%	2	90%	77% - 85%	3	\$8,044	\$7794 - \$8727	2
00.0000	Training Program #3	78%	82% - 89%	1	79%	73% - 81%	2	\$6,342	\$7949 - \$8873	1
00.0000	Training Program #4	100%	82% - 90%	3	88%	72% - 81%	3	\$8,463	\$7562 - \$8806	2



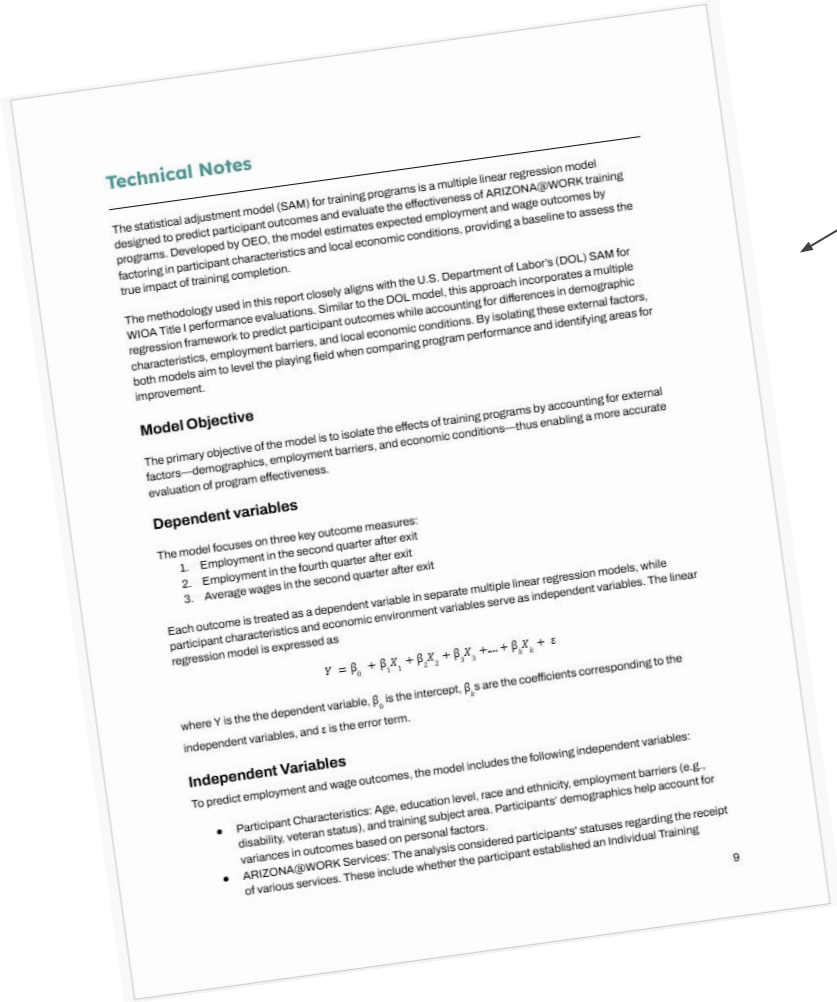
Key Data From Individual Reports

Table 6. Training Program Overall Effectiveness Result

CIP Codes	Training Program Name	Score	Overall Rating
00.0000	Training Program #1	8	Exceed Expectation
00.0000	Training Program #4	8	Exceed Expectation
00.0000	Training Program #2	7	Exceed Expectation
00.0000	Training Program #3	4	Below Expectation



Key Data From Individual Reports



See Technical Notes for report clarification and methodology



Tools and Resources for Training Providers

- Training program performance reports.
 - Two live informational webinars (January 22nd and 23rd) and one recorded session.
 - Opportunities to provide feedback and improve review processes.
 - Online dashboards for data visualization (Late 2025)
 - Updated reports in Spring of 2026
-
- Please email labor.info@oeo.az.gov if you have any questions and/or feedback about the reports.



Key Dates

- **Statewide Evaluation Report Published**
 - December 3, 2024
- **Training providers with sufficient data received evaluation result**
 - January 16, 2025
- **Webinars for Training Providers with Programs Evaluated**
 - January 22, 2025
 - January 23, 2025
- **Individual Report Results shared with WIOA local workforce boards (LWDB) including their ETP Coordinators**
 - End of February, 2025
- **Performance Dashboards**
 - End of 2025
- **Data and Individual Report Updates**
 - Spring 2026



How Training Programs Can Engage

- Review the state evaluation report and your program-specific performance reports
- If you have questions or feedback on the reports please share with the Office of Economic Opportunity (labor.info@oeo.az.gov)

Q&A?



Follow Up

We want to hear from you!

- What insights are most valuable to you?
- What additional tools or resources would support your work?
- What are your thoughts on the evaluation process?

Website Workforce Evaluation page:

<https://oeo.az.gov/workforce-evaluation>

Contact Information:

labor.info@oeo.az.gov





Thank you!

Contact Information:
labor.info@oeo.az.gov